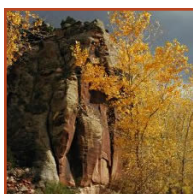
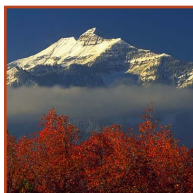
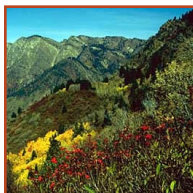


The Human Touch

Utah Department of
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hs.utah.gov



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4. Kris Urry p.6
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And More!

Director's Message



Lisa-Michele Church,
Executive Director

It was particularly rewarding this month to sit with Governor Huntsman and a room full of Child and Family Services caseworkers to discuss the pressing issues in child safety around the state. We had a great group of employees, from brand-new workers to seasoned supervisors. I asked them to tell the Governor what they were seeing firsthand in the community. They did a wonderful job of talking about issues such as the meth epidemic, the need for more drug treatment resources, the use of community supports, the challenges faced by kin caregivers and the difficulty of high worker turnover.

Governor Huntsman took out his pad of paper and asked them very directly, "Where could we do better? What are we missing?" This elicited an honest discussion of the difficulties of helping children and families when

they are most vulnerable. Our workers talked frankly with him about the needs and he listened.

I am always so proud to show off our employees to the elected officials in this state. Your commitment and caring is outstanding. There is no need to prepare remarks - you just speak from the heart and everyone can see your dedication. That is a good feeling for me as an administrator.

I also want to pay tribute to our Division of Aging and Adult Services. I met with some adult protective services workers in a training session this month who exemplified professionalism. They were a very impressive group with some excellent questions. Earlier this fall I met with the entire administrative team from Aging and we brainstormed ideas about carrying on the work of the Commission on Aging when it concludes. I found out what a wealth of resources we have right here in our state office building, and I believe I could give them any challenging assignment in the area of aging - they would accomplish it!

Remember to fill out your employee surveys. I will read every one and I will use your feedback. It is important to me to know whether or not you think our Department is a good place to work. As for me, I love my job and the opportunities I am given.



The First Annual Executive Director's Awards Luncheon

Donna Russell, Executive Director's Office

Surprise and happiness was shown by all who attended the First Annual Executive Director's Awards Luncheon, September 26th. Over 140 employees came together to enjoy a great lunch and occasion. Person after person expressed appreciation for the recognition of their years of service to Lisa-Michele Church.

Employees with 20, 25, 30, 35 and 40 years of service were invited to relax, enjoy a wonderful luncheon and be honored for their long-term service.

Nominees for the Executive Director's Awards were present and recognized for their outstanding service to the department.

The much anticipated announcement of award winners was a high point! The winners looked both surprised and humbled at their awards. It was an honor for all to recognize these exceptional employees.



Steve Jardine, Stan Jensen, Cliff Butter, and Mark Williams welcome honorees with great music



20 Year Service Award Recipients



Paul Smith, DSPD, "wowed" all with two great Broadway songs

**Congratulations
to all honorees!**



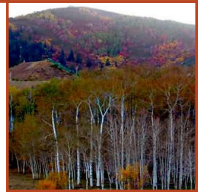
25 Year Service Award Recipients



30 Year Service Award Recipients



35 Year Service Award Recipients



The Human Touch

Award Winners and Nomination Highlights

**Career Achievement Award**

Karen Clarke - Superintendent, USDC, DSPD

Every action or decision she makes is based on one idea: the premise of her commitment is to make the lives of the individuals and staff at USDC better.

DSPD Director George Kelner writes, "She has been an excellent leader and her vision has kept the Center moving forward. She has worked diligently to maintain the highest standards of care while also constantly seeking different ways to operate more effectively and efficiently."

Employee of the Year

Christine Nguyen - DSPD - Salt Lake

"Chris knows how valuable housing assistance is to the low income disabled families we serve. She is fully aware that without a decent place to live, sleep, and feel safe and secure, it is virtually impossible to be successful in any other aspect of life. Chris has a wonderful work ethic and is always available to help." Jill Riddle, Section 8 Manager, Housing Authority of Salt Lake City wrote.

"If you want to move a mountain, call Chris Nguyen! That is what she does day in and day out for people with disabilities." Georgia Baddley, Central Region Director of DSPD says simply.

**Supervisor of the Year**

Kobi Marchello - Supervisor, DCFS, Price

Kobi understands that one service that was useful to one client might not be useful to another. She looks at the clients as individuals and seems to always ask her staff, 'What do they need?' Any employee of the DCFS office in Price, whether they are in-home, out-of-home, or CPS (Child Protective Services) caseworkers know that Kobi is the one to talk to when they have a question about services available.

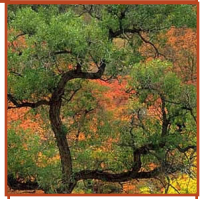
Executive Director's Award

Debbie Rocha - Assistant Program Director, Salt Lake Observation & Assessment, JJS

"Probably the greatest compliment I could pay to Ms. Rocha would be to say that if it were possible to 'clone' someone to serve in similar positions in the state, Ms. Rocha would be my choice. Her passion, energy, integrity, leadership, and managerial skills are exceptional." Cecil Robinson said.

A long time employee, Heidi Groussman writes, "Working with delinquent youth is generally difficult but Ms. Rocha finds opportunities to incorporate humor when it is appropriate and she encourages an environment where her employees feel valued and cared for."





The Human Touch

Special Appreciation to Each Outstanding Nominee

Executive Director's Award

Vaughn Emett, OFO
Jay Griffiths, USDC
Amanda Jensen, DCFS
Duston Mortensen, DSPD
Debbie Rocha, JJS

Career Achievement

Jerry Callister, DAAS
Karen Clarke, USDC
Shauna Hair, ORS
David Thomas, EDO
Steve Wrigley, DSPD

Employee of the Year

Ella Loveland, DCFS
Christine Nguyen, DSPD

Supervisor of the Year

Sid Clayton, DSPD
John DeWitt, JJS
Kathryn Draper, DAAS
Nancy Dunn, DCFS
Debbie Ferry, USDC
Navina Forsythe, DCFS
Patricia Graff, DCFS
Kenyatta Green, JJS

Heidi Groussman, JJS
Susan Hardinger, DSAMH
Kobi Marchello, DCFS
Shirley Owen, DCFS
Paul Smith, DSPD
Stephanie Stuart, DCFS
Barbara Stubbs, DCFS

**"There is no greater joy
nor greater reward than
to make a fundamental
difference in someone's
life"**

**- Sister Mary Rose Mc-
Geady**

Service Awards

20 YEAR

Alice Alexander	Jenette Gonzalez	Pamela Lee	Gary Newman	Kris Rawle	Teresa Trujillo
Joe Alvarado II	James W. Gould	Shauna Lighthill	Devon Nish	Norman Rent- schler, Sr.	Jim Van Zant
Cynthia Aposhian	Lisa Kim Hampton	Steven Long	Margie Peterson	Verla Roach	Patti Van Wagoner
Rodger Bischoff	Robert Hampton	John Macfarlane	Judy Peterson	Leslie Roberts	Linda Vlabel
David Boyd	Grant Harrison	Gayle Mackay	Lula Peterson	Betty Salgado	Mary Wallace
Diane Bradford	Vilma Helmer	Peggy Major	William Peterson	Sherri Schear	Clint Williams
Jerrienne Brewer	Lesa Howell	Pauline McDougal	Marilyn Petty	Kimberly Schultz	Gregory Wright
Cheryl Burge	Stephen Jay	Catherine Miller	Wade Pierce	Beki Smith	Deanna Young
Douglas Call	Kenneth Kashi- waeda	Jennifer Mowery	Wayne Potter	Janet Smuin	Jayne Young
Katherine Fryer	Carol Kay	Dirk Murdock	Pauline Rasmus- sen	Richard Thyger- son	
Virginia Geary		Judith Neilsen			

25 YEAR

Gabrielle Ander- son	Gladys Davis	Brent Hughes	Bonnie Marquez	Karrie Penney	Wendy Sheriff- Carter
Rea Bartlett	Pamela Elkington	Kenny Hunter	Catherine Max- field	Don Perry	Alrae Snyder
Kaye Lyne Barton	David Felth	Donna Hunter	Kim McDonald	Richard Platt	May Swallow
Sandra Jo Baxter	Kristine Hansen	Pauline Jensen	James Murray	Patricia Roberts	Deborah Taylor
Mary Caputo	Roma Henrie	Terri Johnson	Ada Nelson	John Rokich	Werner Woltjen
Marie Christman	Kari Hibler	Scott Kline	Betsy Parenzin	Nancy Roylance	
	Leca Hicken	Julie Lail			

30 YEAR

David Bauer	Cherie Cooper	Colleen Lasater
Arlene Call	Ronald Derfler	Melody Morgan
Lyndon Callister	Paul Gardner	Leland Slaughter
Susan Chandler	Richard Hansen	Kathleen Smith
Sharon Christensen	John Lamb	Allen Weatherspoon
Karen Clarke	Bruce Larsen	

35 YEAR

Carol Clendenin
Gary Fullmer
Teri Harris
John Larsen
Michael Rupper

40 YEAR

Judith Hayes



The Human Touch

Your Work Space and Your Health

Lisa Schauerhamer, Wellness Council

When was the last time you really looked at your workspace? We spend a lot of time in our cubicles or offices. What surrounds us affects our mood, health and well-being.

Ergonomics play a large part in our productivity and health. Ergonomics? What's that? Webster's Dictionary defines ergonomics as "designing and arranging things people use so that the people and things interact most efficiently and safely."

Practical tips for your workspace:

- Adjust your chair's seat so that your thighs are horizontal with feet are flat on the ground
- Adjust your seat to support your back
- Place the keyboard in a position where you don't bend wrists excessively
- Adjust your monitor so the top of the screen is at eye height or below
- Remember 90-90-90. Ninety degrees at the knees, 90 degrees at the hips, 90 degrees at the elbows
- Place the mouse to the side of the keyboard
- Place whatever reference document you are using next to the computer monitor



Tips for a happier and healthier day:

- Stand up and stretch every hour. Make it a good "whole body, reach the ceiling" kind of stretch. It only takes 20 seconds, but the benefits are endless
- Stretch and move every three hours. Instead of emailing your neighbor walk over and talk
- Take the stairs

Thanks to Brett McIlff of Healthy Utah for this helpful information presented at a Brown Bag Wellness meeting.

Connecting with ORS Today

Catherine Taylor, ORS

Last year the federal government placed a requirement on the Office of Recovery Services to establish 8,213 paternities of children born out of wedlock. This was a huge challenge for staff; however they made a plan, set a goal and worked diligently to meet it. The end result was paternity establishment for 8,730 children – exceeding the goal by over 500 families.

"Everyone did their part, and more. We collaborated and we cooperated," said Liesa Corbridge, Program Specialist.

The establishment of a legal relationship with both parents means certain financial and medical benefits for the children: eligibility for health and life insurance; child support; inheritance from both parents; and information about family medical history. Emotionally and socially

the child has the opportunity to be connected to and supported by two families (Mom's and Dad's). Legally, the child is afforded the same rights and benefits as children born to two married parents.

The establishment of paternity by ORS allows DCFS to make kinship placements as required by law. It also provides child support orders and collection of support from both parents when a child is placed in State's custody; offsetting costs for the agencies (DCFS, JJS) supporting the child.

Their work, however, is never done. ORS is preparing to launch an outreach campaign to inform the public of the importance of establishing paternity for children. Connecting children with both parents is beneficial to everyone.

Kris Urry - Therapeutic Justice Model

Donna Russell, Executive Director's Office

A young mom stands confidently in the same courtroom where her children were removed from her care four months earlier.

"I'm so glad this all happened," she said in court as she learned her children were coming home. It was a good day. Four months is not a long time to change lives. Yet, change can happen when parents receive help early. Change also happens when "the system" is willing to try something different.

"I advocate for parents," said Division of Child and Family Services Social Worker Kris Urry. She joined the therapeutic justice court project four years ago when Judge Sharon P. McCully instigated a more coordinated and therapeutic approach between the courts and supportive services.

Urry enjoys the challenge of reaching parents early in the process.

"I like to get everyone moving soon," she said. Previously, "parents got lost in the shuffle" and weren't able to access services during that first critical 90 days of court involvement.

Nationally, the coordinated approach began in 1992. Four years ago Judge McCully and other Utahns said, "Let's try it," modeling their new approach after other successful programs. "It is a team effort with attorneys, parents, therapists, caseworkers, CASA [Court Appointed Special Advocates], and the guardians ad litem coming together and representing children," said Linda Chew of Advocacy, Inc in El Paso, Texas.

Urry, a seasoned clinical social worker completes a family assessment within 10 days of a family's first terrifying court appearance. She looks at the "big picture" of what is occurring, the obvious problems and the whole family's underlying needs. Her assessment allows parents to tell their story up front and engages them early.

The judge, caseworker and court team begin coordinating needed services and get going.



Kris Urry enjoys the challenge of reaching parents early in the process.

When everyone works together – parents have the wonderful payoff of life changes and being reunited with their children sooner.

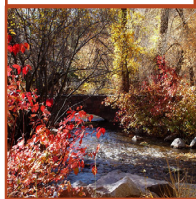
What was Kris's best day on the job?

"The day I had back-to-back hearings, where two sets of children were reunited with their moms within four months of their first hearing," Kris replied. Both young moms made some poor decisions early on, but jumped in, worked with their caseworkers and were happily reunited with their children.

The kids returning safely home with their moms was reward and payoff enough for Kris.

(Thank you to Charlotte Gibbons for story information)





Substance Abuse Fall Conference

ST. GEORGE - More than 600 people from three states attended the 28th Annual Fall Substance Abuse Conference here Sept. 20-22. Utah Division of Substance Abuse and Mental Health, Utah Board of Substance Abuse and Mental Health and Utah Behavioral Healthcare Network worked together for months to plan and prepare for the event.

Professionals from treatment, prevention and the courts participated in breakout sessions to learn new skills, information and network.



Networking Resources were plentiful



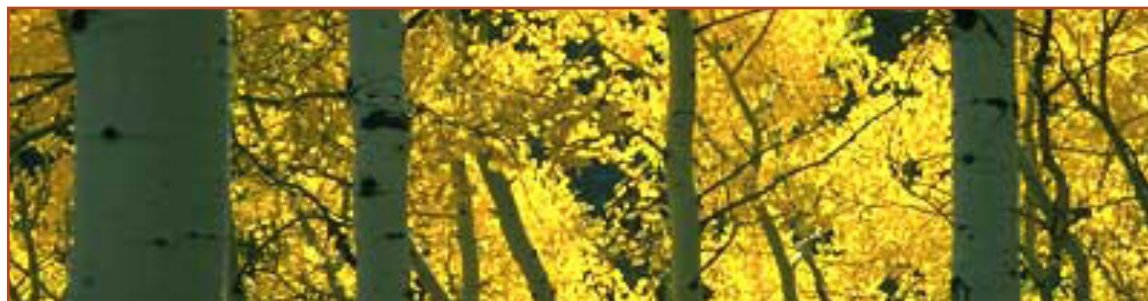
A break for lunch and laughter



One key note focused on "Deadly Persuasion" Advertising & Addiction



One break-out session covered housing "The Battle for Shelter"



"One Night, One Choice, One Time"

Ben Reaves, Division of Substance Abuse and Mental Health

Miss America, Jennifer Berry, joined Utah's Governing Youth Council at their October meeting to talk about the dangers of underage drinking and driving.

Youth from across the state enjoyed talking with Miss America and having photos taken with her. The Governing Youth Council has met monthly since 1983 to plan and coordinate activities promoting positive lifestyles for youth.

Building Intolerance to Drunk Driving and Underage Drinking is Miss America's national platform issue. Sadly, her message is inspired by the tragic death of her 15-year-old high school friend who was killed while riding with an underage drunk driver who lost control of an SUV. Speaking out on her platform message is the most important part of her Miss America experience, she said.

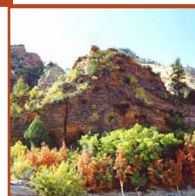
"All of us must work together to protect young people. The focus must be on making good decisions – safe, healthy and legal choices about alcohol," she said. Jennifer described her friend's



Miss America, Jennifer Berry, with members of Utah's Governing Youth Council

death as where her life changed instantly in "one night, one choice, one time."

Jennifer challenged Youth Council members to "become key leaders who make a difference." She encouraged them to remain committed to the Youth Council, write the Legislature and be examples to other youth.



The Human Touch

October Edition

YOUR OPINION COUNTS!



I want to know what you think about working at the Department of Human Services. I will read your comments and use your feedback to make the department a better place to work!

Please take a few minutes to give me your honest opinions.

Lisa-Michelle Church
Executive Director
Dept. of Human Services

2006
Employee Survey

Coming November 6 - 20

Results of the survey will be available in
January 2007

**YOUR
RESPONSE WILL
BE
ANONYMOUS!**

**Thanks For Your
Feedback!**

Questions or Problems?
Please call 801.538.4015
or
Email: hsemployeesurvey@utah.gov

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Training Tidbits

Looking to expand your knowledge? Take advantage of some of the upcoming training opportunities supported by the department:

National Case Management Conference

October 21-25, 2006

Sheraton Hotel

Salt Lake City, Utah

For additional/registration information visit,

<http://www.yournacm.com/2006conference.html>, or contact Linda at NACM, 864-944-9788, lindanacm@aol.com. Note: Registration fees apply.

10th Annual Critical Issues Facing Children & Adolescents Conference

October 23-24, 2006

Hilton Salt Lake City Center

Salt Lake City, Utah

For additional/registration information, contact Tia Korologos at ESI Management Group, 801-272-9446, tia_esimgt@msn.com. Note: Registration fees apply.

Utah Multicultural Youth Conference

October 28-29, 2006

Red Lion Hotel

Salt Lake City, Utah

For additional/registration information, contact Rene Gomez, 801-347-1700 or David Hansen, 801-699-4461.

7th Annual Suicide Prevention Conference

November 3, 2006

Brigham Young University Conference Center

Provo, Utah

For additional/registration information contact Cathy at Provo City School District, 801-374-4802, cathyb@provo.edu. Note: Registration fees apply.

19th Annual Conference on Child Abuse & Family Violence

November 13-15, 2006

Marriott City Center

Salt Lake City, Utah

For more information or to register online, visit www.preventchildabuseutah.org. Note: Registration fees apply.

Training and Conference announcements can be submitted to Elizabeth Sollis at esollis@utah.gov or 801/538-4275.



The man who is too old to learn was probably always too old to learn.

-Henry S. Haskins

2nd National Conference on Methamphetamine, HIV, and Hepatitis

February 1-3, 2007

Salt Lake City Hilton City Center

Salt Lake City, Utah

For additional/registration information visit

www.methconference.org. Note: Registration fees apply.

In The Works...

We are in the process of building a department training website. The website will detail calendars for division specific training, general human resource training and in-state department supported conferences. In the meantime, several of the ongoing training classes that may apply to the work you are doing are listed below:

DHS New Employee Orientation (Class 05-002323)

November 7, 2006

DHS Administration Building, Room 129

Salt Lake City, Utah

To register, go to: <http://hshr.utah.gov/>. For additional information or if you have questions, contact Terry Twitchell, 801-538-4158 or Carrie Frampton, 801-538-4230.

DHS Unlawful Harassment Prevention (Class 05-002396)

November 7, 2006

DHS Administration Building, Room 129

Salt Lake City, Utah

To register, go to: <http://hshr.utah.gov/>. For additional information or if you have questions, contact Terry Twitchell, 801-538-4158 or Carrie Frampton, 801-538-4230.

DHS Supervisor Training – Self Assessment

November 8, 2006

DHS Administration Building, Room 129

Salt Lake City, Utah

To register, go to: <http://hshr.utah.gov/>. For additional information or if you have questions, contact Terry Twitchell, 801-538-4158 or Carrie Frampton, 801-538-4230.